

Topics

- M.L.K. Jr. Bio
- AZNG Diversity
- EO/EEO
- Religious & Cultural Observances
- EO/EEO Contacts

Top Ten Resolutions

1. Spend more time with family & friends
2. Fit in fitness
3. Tame the Bulge
4. Quit smoking
5. Enjoy life more
6. Quit drinking
7. Get out of debt
8. Learn something new
9. Help others
10. Get organized

Resolution Humor

- 1999: I will read at last 20 good books a year.
- 2000: I will read at least 10 books a year.
- 2001: I will read 5 books a year.
- 2002: I will finish The Pelican Brief
- 2003: I will read some articles in the newspaper this year.
- 2004: I will read at least one article this year.
- 2005: I will try and finish the comics section this year.



Martin Luther King, Jr., (January 15, 1929-April 4, 1968) was born Michael Luther King, Jr., but later had his name changed to Martin. His grandfather began the family's long tenure as pastors of the Ebenezer Baptist Church in Atlanta, serving from 1914 to 1931; his father has served from then until the present and from 1960 until his death Martin Luther acted as co-pastor. Martin Luther attended segregated public schools in Georgia, graduating from high school at the age of fifteen; he received the B.A. degree in 1948 from Morehouse College, a distinguished Negro institution of Atlanta from which both his father and grandfather had graduated. After three years of theological study at Crozer Theological Seminary in Pennsylvania where he was elected president of a predominantly white senior class, he was awarded the B.D. in 1951. With a fellowship won at Crozer, he enrolled in graduate studies at Boston University, completing his residence for the doctorate in 1953 and receiving the degree in 1955. In Boston he met and married Coretta Scott, a young woman of uncommon intellectual and artistic attainments. Two sons and two daughters were born into the family.

In 1954, Martin Luther King became pastor of the Dexter Avenue Baptist Church in Montgomery, Alabama. Always a strong worker for civil rights for members of his race, King was, by this time, a member of the executive committee of the National Association for the Advancement of Colored People, the leading organization of its kind in the nation. He was ready, then, early in December, 1955, to accept the leadership of the first great Negro nonviolent demonstration of contemporary times in the United States, the bus boycott described by Gunnar Jahn in his presentation speech in honor of the laureate. The boycott 382 days. On December 21, 1956, after the Supreme Court of the United States had declared unconstitutional the laws requiring segregation on buses, Negroes and whites rode the buses as equals. During these days of boycott, King was arrested, his home was bombed, he was subjected to personal abuse, but at the same time he emerged as a Negro leader of the first rank.

Retrieved from: "Martin Luther King - Biography". Nobelprize.org. 5 Jan 2011 http://nobelprize.org/nobel_prizes/peace/laureates/1964/king-

Embracing Diversity

is the first item for building teams. Every team building theory states that to build a great team, there must be a diverse group of people on the team, that is, you must avoid choosing people who are only like you. Diversity is what builds teams — a collection of individual experiences, backgrounds, and cultures that can view problems and challenges from a wide-variety of lenses.

"I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character"

In 1957 he was elected president of the Southern Christian Leadership Conference, an organization formed to provide new leadership for the now burgeoning civil rights movement. The ideals for this organization he took from Christianity; its operational techniques from Gandhi. In the eleven-year period between 1957 and 1968, King traveled over six million miles and spoke over twenty-five hundred times, appearing wherever there was injustice, protest, and action; and meanwhile he wrote five books as well as numerous articles. In these years, he led a massive protest in Birmingham, Alabama, that caught the attention of the entire world, providing what he called a coalition of conscience and inspiring his "Letter from a Birmingham Jail", a manifesto of the Negro revolution; he planned the drives in Alabama for the registration of Negroes as voters; he directed the peaceful march on Washington, D.C., of 250,000 people to whom he delivered his address, "I Have a Dream", he conferred with President John F. Kennedy and campaigned for President Lyndon B. Johnson; he was arrested upwards of twenty times and assaulted at least four times; he was awarded five honorary degrees; was named Man of the Year by TIME magazine in 1963; and became not only the symbolic leader of American blacks but also a world figure.

At the age of thirty-five, Martin Luther King, Jr., was the youngest man to have received the Nobel Peace Prize. When notified of his selection, he announced that he would turn over the prize money of \$54,123 to the furtherance of the civil rights movement.

On the evening of April 4, 1968, while standing on the balcony of his motel room in Memphis, Tennessee, where he was to lead a protest march in sympathy with striking garbage workers of that city, he was assassinated.

AWARDS

- Women's History Month Science, Technology, Engineering and Math Role Model Award (STEM) DUE: 11-Feb-2011
- National Image, Incorporated Meritorious Service Award DUE: 10-Mar-2011
- Federal Asian Pacific American Council (FAPAC) Military Meritorious Service Award DUE: 29-Apr-2011
- Society of American Indian Government Employees (SAIGE) Meritorious Service Award DUE: 2-May-2011
- Packets must be ready 5 days prior to the DUE date
For More Information call
SGT Jasso 602-629-4811

AZNG Diversity Program

Maj Tim Tucker

Diversity; What is it, and why do we have a program?

Let me start by saying that 'Diversity' is a very broad term. If you do a Google search on the definition of Diversity, you will get more than 19 million hits, and 'Workplace Diversity' will get more than 24 million results! To put Arizona National Guard Diversity in its simplest terms (for a basic understanding), it refers to the variety of differences between people in the Arizona Guard. This can mean several things to include differences among Service Members in terms of age, cultural background, physical abilities and disabilities, race, religion, sex, and life experiences.

The State of Arizona Guard Leadership has adopted Diversity as a Leadership Strategy. Again, very broad, however, it is put more simply in a Policy Letter and Strategic Plan, which is visited often and covered by a Diversity Committee. Bottom line or goal of Diversity is to create a workplace where all personnel - regardless of their diverse backgrounds, age, race, color, gender, religion or disability - feel appreciated and get along with each other to maximize mission effectiveness .

My name is Major Tim Tucker, and I am, and have been since July 2010, the AZ JFHQ State Diversity Coordinator. I have served in multiple military roles in one way or another since 1989, and continue to learn from my fellow Airmen/Soldiers. The Diversity Committee is meeting during 2011 January Drill, and will shift into the next gear to ensure growth of our already blossoming program. If you have interest to join, help out, or just have a question, do not hesitate to call or email me. I can be reached at **602-629-4806** or **tim.tucker3@us.army.mil**.

AZNG Equal Opportunity Program

Other Avenues for Assistance

AZNG Chaplain's Office
Soldier Support Center
Physicians
Inpatient & Outpatient clinics
Wellness Center's at Luke
or
Davis Monthan AFB.

Community information
Referral Service
Www.cirs.org
602-263-8856
1-800-352-3792

Military One Source
Www.militaryonesource.com
1-800-342-9647

"The concept of total well-
ness recognizes that our
every thought, word, and
behavior affects our
greater health and well-
being. And we, in turn, are
affected not only emotion-
ally but also physically
and spiritually."
~Greg Anderson~

A Nation's culture re-
sides in the hearts and in
the soul of its people.
~Mohandas Gandhi~



Arizona
Events Calendar Day
by Day!
Click on Link
[http://emol.org/arizona/
events/2011/january.html](http://emol.org/arizona/events/2011/january.html)



The purpose of the AZNG EEO/EO Programs are to help ensure a healthy environment, free from discrimination and ensure affirmative employment practices within the agency. The Basis of discrimination are race, color, religion, national origin, gender (sexual harassment), reprisal (based on EO activity), Age (civilian).

The Special Emphasis Program (SEP) - Federally mandated program for minority groups. Act as a channel for communication between work force and management. Assist the State Equal Employment Manager (SEEM) in identifying triggers and barriers that prevent minorities and women from excelling and also review policies and practices to identify possible discrimination.

Employee Assistant Program (EAP) - Confidential program put in place to assist Federal employees who may be having personal issues. Individuals can contact the EO/EEO office voluntarily or may be referred by their supervisor if the problem is affecting their work.

Equal- *a (1)* : of the same measure, quantity, amount, or number as another *(2)* : identical in mathematical value or logical denotation : Equivalent *b* : like in quality, nature, or status *c* : like for each member of a group, class, or society

Opportunity-: a favorable juncture of circumstances <the halt provided an *opportunity* for rest and refreshment> 2:: a good chance for advancement or progress

Legal Definition of EO- Providing equal opportunity in employment on the basis of merit and fitness without regard to race, color, religion, sex, nation origin to include Sexual Harassment.

Discrimination- Occurs when a person or groups of people are treated differently from another person or groups of people. Discriminatory harassment is harassing and/or discriminating behavior that is severe or pervasive enough to create a hostile working environment and /or result in a tangible employment action.

If you have any questions or concerns regarding EO/EEO or would like more information please call our office .
CMSgt Kristin Bronson 602-629-4836 or SGT Chanelle Jasso 602-629-4811
<http://www.azguard.gov/HRO/seem.htm>

--- Religious & Cultural Observances ---

Jan 1- New Year's Day -Here's to new beginnings of all kinds!

The first day of the year for those using the modern Gregorian calendar. The celebration dates to ancient Rome (as does the calendar), where there was feasting and general celebration, including dressing up in costume. It is a holiday in every country using the Gregorian calendar except Israel, and in most countries the celebration includes fireworks at the stroke of midnight, as well as hopes, aspirations, and in some cases, resolutions for the new year.

Jan 6- Feast of the Epiphany - Epiphany often introduces new ideas.

Christian celebration of the Three Kings, or Magi, who traveled from "the East" to Bethlehem, to pay homage to the recently-born Jesus. They were likely Zoroastrian astrologers from Persia, whose study of the stars suggested to them the birth of an important ruler in Judea. Their story appears only one of the three so-called Synoptic Gospels of the Bible (Matthew), and symbolizes the response of the powerful to the birth of Jesus, as the shepherds in the Gospel of Luke do the response of common people. The gifts that the "Three Kings" (so called because there were *three gifts*; in fact there is no record of the number of Magi) are also symbolic: Gold suggests kingship; Frankincense, holiness; and Myrrh death. In many Christian cultures, Epiphany is a more significant celebration than Christmas, and is the occasion for religious services, celebration, feasting and gift-giving. The word "Epiphany" means "manifestation," referring to the manifestation of the messiahship of Jesus to the world beyond Judah. Epiphany marks the end of the celebrated Twelve Days of Christmas.

Jan 15- World Religions Day - Unity and harmony to us all!

In the calendar of the Baha'i Faith. It is observed on the third Sunday in January by Baha'is in the US and increasingly around the world, in celebration of their cornerstone belief in the oneness of all humanity and the unity of all religions. It called attention to call attention to "the harmony of the various religions' spiritual principles" and emphasizes religion as "the motivating force for world unity."* The day is celebrated by hosting interfaith discussions, conferences and other events that foster understanding and communication among the followers of all religions.

Jan 16- Religious Freedom Day - Religious freedom and understanding are building blocks to true interfaith community.

In the United States, commemorating the passage of the Virginia Statute for Religious Freedom drafted by Thomas Jefferson, which ended the practice of tax-supported clergy and churches. It was designated by Congress in 1993, authorizing the President "to issue a proclamation calling on the people of the United States to join together to celebrate their religious freedom and to observe the day with appropriate ceremonies and activities."

Jan 17- Martin Luther King Jr. Day - The power of non-violence is astounding!

in the United States, a national and cultural holiday commemorating the birthday of the late American Civil Rights leader. He was a Christian minister whose non-violent opposition to racial segregation and discrimination was at the heart of the movement that brought about civil rights legislation and reform across the US. Signed into law as a federal holiday in 1983, the observed with retrospective and future-oriented activities around civil rights in particular and human rights in general, and with service activities to address poverty, which Dr. King identified as an urgent issue in our country.

Jan 20- Tu B'Shevat - The trees will bloom again!

the Jewish observance of *Tu B'Shevat*, literally "15th of (the Hebrew month of) Shevat," observed as the New Year of Trees. Its origin is in the determination of a point in time at which to measure the produce of a given tree for purposes of determining the tithe, or one tenth to be given as an offering. It has come to be a kind of Jewish Arbor Day, and is observed with the planting of trees in Israel. There are adapted Seders, or ritual meals, for the occasion, with contemporary observances stressing environmental concerns and commitments as religious obligation.

Jan 27- International Holocaust Remembrance Day - May remembering teach us

It was established by the United Nations in 2005 to commemorate the 60th anniversary of the liberation of the Nazi concentration camp at Birkenau, Poland, and in memory of all of the victims of the Holocaust, the execution of 6 million European Jewish women, men and children in the 1940s. While this is the first universal commemoration, there is also a secular Israel day of remembrance, Yom Ha'Shoah, or Holocaust Day, which is observed on the 27th of the Hebrew month of Nisan, falling this year on April 11th. Carly Whyborn, chief executive of the U.K. Holocaust Memorial Trust, has suggested that today's observance provides "a day for everybody to take on the experiences of those who suffered this most horrendous persecution and to make their voices and their hopes part of our shared future."

AZNG State Equal Employment Management Office

Would you like to Participate?

You can be a part of the Special Emphasis Programs (SEP's) listed and help assist with the recruitment, selection, development, and career advancement for minority groups and Women in the Federal Government.

What are Special Emphasis Programs?

The programs are federally mandated to help with recruitment, selection, development, and career advancement for minorities and Women in the Federal Government.

What are SEPM's?

The Special Emphasis Program Managers (SEPM's) are collateral duty managers that advise management and other agency officials in the implementation of the programs.



"All of us do not have equal talent, but all of us should have an Equal Opportunity to develop our talents."
~John Fitzgerald Kennedy~

References

Webster's Dictionary

WWW.fccucc.org/religious_observances/FCCUCC_Jan_2011

http://nobelprize.org/nobel_prizes/peace/laureates/1964/king-bio.html

http://www.ahajokes.com/fp059.html

http://thinkexist.com/quotes/

-Updated 06 January 2011-

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